

# Grays Harbor Conservation District



Annual Work Plan 2027

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## Mission:

The Mission of the Grays Harbor CD is to provide access to educational, technical and financial resources for community members through voluntary natural resource conservation, restoration, and supporting the long-term viability of working lands.

## Natural Resource Priorities:

- Watershed Restoration
  - This resource priority is a local, regional, and state priority as cited in:
    - Aquatic Species Restoration Plan (ASRP)
    - Salmon Recovery Plans for WRIA's #22, #23, and #24
    - Department of Ecology 303(d) listings
- Agricultural Viability
  - This natural resource priority is a local, regional, and statewide priority as cited in:
    - Department of Ecology 303(d) listings
    - Grays Harbor County Voluntary Stewardship Work Plan
- Marine Resiliency
  - This natural resource priority is a local and regional priority as cited in:
    - Emergency proclamation no. 22-02, Green Crab infestation, by the Washington State Governor's Office.
- Forest Health and Community Wildfire Resiliency
  - This natural resource priority is a local, regional, and statewide priority as cited in:
    - The Washington State Department of Natural Resources 2020 Forest Action Plan
    - The Washington State Department of Natural Resources Integrated Forest Management Planning Guide 2017 Update
    - Grays Harbor County Hazard Mitigation Plan
- Natural Resource Education
  - This natural resource priority is a local, regional, and statewide priority as cited in:
    - The Washington State Department of Natural Resources Youth Education & Outreach Program Strategic Plan 2024-2029
    - Washington Office of Superintendent of Public Instruction's (OSPI) Environmental and Sustainability Education (ESE) goals document.

**Natural Resource Priority Program Area #1:**

***Watershed Restoration***

**Goal(s):**

*To restore and enhance watershed processes in order to improve aquatic species habitat, water quality, water quantity, and riparian forest health within the boundary of the Grays Harbor Conservation District.*

**Natural Resource Measurable Result Objective:**

*Implementation of:*

- *Engineered log jams, channel excavation, and bank resloping along 1 mile of river to improve aquatic habitat, slow bank erosion, and reconnect floodplain*
- *Engineering and design development for 10 additional river/stream miles of restoration*
- *Riparian restoration activities in over 500 acres of floodplain across the rivers and streams of Grays Harbor County*
- *Hand-built in-stream restoration (post-assisted log structures/beaver dam analogues) along 4.5 miles of stream, in collaboration with timber landowners*

**Programmatic Measurable Result Objective:**

*At least twenty-four landowners will receive technical assistance resulting in twelve watershed project-based plans / designs developed and twelve projects implemented. The program will provide non-project specific technical assistance to over 200 landowners and community members.*

**Funding Source(s):**

<b>Activities for FY</b>	<b>Target Dates</b>	<b>Person Responsible</b>	<b>Time &amp; Capacity (Days) Required</b>	<b>Estimated Funding</b>
<p><b>Riparian Restoration:</b></p> <ul style="list-style-type: none"> <li>● Treat over 500 acres of invasive knotweed and blackberry in the Satsop and Cloquallum watersheds</li> <li>● Plant over 100 acres (40,000+ plants) of degraded riparian habitat with native trees and shrubs in the various watersheds of Grays Harbor County, including but not limited to the Hoquiam, Humptulips, Chehalis mainstem, Satsop, Wynoochee, Mox Chehalis, and Cloquallum watersheds               <ul style="list-style-type: none"> <li>○ Develop and submit WSCC Riparian Grant Program applications to support ongoing riparian restoration efforts</li> </ul> </li> <li>● Conduct maintenance of previous riparian plantings</li> <li>● Collaborate with the Grays Harbor Stream Team for volunteer events</li> </ul>	July 2026 to June 2027	<p>Watershed Restoration Program Manager</p> <p>Project Managers</p> <p>Field Crew</p>	<p>1 crew of 5 people (5 FTEs)</p> <p>3 project managers (.5 FTE each for this activity)</p> <p>Program Manager (.25 FTE)</p>	<p>Field Crew: \$400,000</p> <p>Project Managers: \$210,000</p> <p>Program Manager: \$48,000</p> <p>Other expenses (e.g. contract crews, plant material): \$600,000</p>
<p><b>River/Stream Function Restoration</b></p> <ul style="list-style-type: none"> <li>● Install 16 engineered log jams along the Wynoochee river to reduce stream bank erosion to allow riparian re-establishment,</li> </ul>	July 2026 to June 2027	<p>Watershed Restoration Program Manager</p>	<p>1 crew of 5 people (5 FTEs)</p>	<p>Field Crew: \$400,000</p>

<p>provide diverse in-stream habitat, and enhance floodplain connectivity.</p> <ul style="list-style-type: none"> <li>Continue development of reach-scale river/stream restoration engineered designs and permitting for the following projects: Humptulips RM 20 to 22.7, RM 9-12, 18, Cloquallum RM 3.8-6.0, Wynoochee RM 16.5-17.5, Wynoochee RM 20-50, Garrard Creek RM 4.4-5.0</li> <li>Implement 3 miles of hand-built woody debris structures in Schafer Creek (Wynoochee watershed); 1 mile in East Fork Wildcat Creek, and 0.5 mile in Mox Chehalis.</li> <li>Relocate a residence away from Middle Fork Wildcat Creek to allow for creek restoration and natural processes</li> </ul>		<p>Project Managers  Field Crew</p>	<p>3 Project Managers (.4 FTE each for this activity)  Program Manager (.5 FTE)</p>	<p>Project Managers: \$168,000  Program Manager: \$96,000  Other expenses (e.g. construction contracts, materials, contract crews, design contracts) - \$2,500,000</p>
<p><b>Watershed Program Partnership Building, Planning, Collaboration, and Community Engagement</b></p> <ul style="list-style-type: none"> <li>Participate as an ex-officio Chehalis Basin Aquatic Species Restoration Program Steering Committee member</li> <li>Fill the role of the Aquatic Species Restoration Program Lower Basin Regional Implementation Team Lead</li> <li>Participate as a voting member for the Chehalis Basin Lead Entity (Salmon Recovery Funding group)</li> <li>Participate in appropriate natural resource collaborations and workgroups to provide the District and watershed restoration program perspectives.</li> <li>Continue to develop native plant material cultivation, holding, and distribution capabilities</li> <li>Provision of technical assistance to the Grays Harbor community around watershed and riverine natural resource issues</li> <li>Develop a Lower Chehalis Basin Riparian Restoration Assessment and Plan in collaboration with stakeholders</li> </ul>	<p>July 2026 to June 2027</p>	<p>Watershed Restoration Program Manager  Project Managers</p>	<p>Program Manager (.25 FTE)  3 Project Managers (.1 FTE each for this activity)</p>	<p>Program Manager: \$48,000  Project Managers: \$42,000</p>

**Natural Resource Priority Program Area #2:**  
**Marine Resiliency**

**Goal(s):**

*To increase the marine environment’s resilience to the threat of invasive European Green Crab (EGC) using means and methods that are both legal and measurable.*

**Natural Resource Measurable Result Objective:**

*Removal of 60,000 EGC from Grays Harbor waterways in FY27.*

**Programmatic Measurable Result Objective:**

*Increase effort through trap checks by 20% in FY27 compared to FY26.*

**Funding Source(s):**

Activities for FY 2027	Target Dates	Person Responsible	Time & Capacity (Days) Required	Estimated Funding
Conduct Education and Outreach around the European Green Crab (EGC) and its undesired presence throughout Grays Harbor: <ul style="list-style-type: none"> <li>• Host one trapping training event geared towards educating the public through trapping EGC by land-based means.</li> <li>• Film, edit and release one video about EGC through GHCD’s existing platforms.</li> </ul>	December 2027	Marine Resiliency Program Manager	0.125 FE	\$15,000.00
Management of EGC:  Removal of 60,000 European Green Crab throughout Grays Harbor.	June 2027	Marine Resiliency Program Manager  Marine Resiliency Crew	0.5 FTE  1 FTE	\$250,000.00
Host monthly Coordination meetings inviting all EGC trapping agencies in Grays Harbor	June 2027	Marine Resiliency Program Manager	0.25 FTE	\$40,000.00

**Natural Resource Priority Program Area #3:**  
**Forest Stewardship**

**Goal(s):**

*To develop mindful forest management plans that result in best management practice implementation throughout private forest landowner parcels within the boundaries of the Grays Harbor Conservation District.*

**Natural Resource Measurable Result Objective:**

*Three hundred acres of forest lands thinned.*

**Programmatic Measurable Result Objective:**

*Fifteen landowners will be provided with technical assistance resulting in five plans written and implemented. Additionally, GHCD will pursue forest health funding through any and all available grants and partnerships to support implementation.*

**Funding Source(s):**

Activities for FY	Target Dates	Person Responsible	Time (Days) Required	Estimated Funding
Identify and make contact with as many small forest landowners as possible in the GHCD boundary.	Spring 2027	Farm & Forest Coordinator	0.25 FTE	\$27,000.00
Conduct 15 site visits with small forest landowners.	June 2027	Farm & Forest Coordinator	0.25 FTE	\$36,500.00
Write at least 5 forest management plans.	June 2027	Farm & Forest Program Staff	0.5 FET	\$73,000.00
Implement \$75,000.00 worth of forest health best management practices with small forest landowners aiming for a total of 160 acres. FTE 36,500, project implementation: 75,000	June 2027	Farm & Forest Coordinator	0.25 FTE	\$111,500.00

*Note: FTE allocations are overlapping across activities and represent total staff time, not additive.*

**Natural Resource Priority Program Area #4:**

***Agricultural Viability***

**Goal(s):**

*To provide technical and financial assistance to agriculture producers that sustains and enhances their operations.*

**Natural Resource Measurable Result Objective:**

*Implement as many best management practices as possible with diverse agricultural landowners over the next 12 months.*

**Programmatic Measurable Result Objective:**

*Agricultural landowners will be identified and contacted with the goal of coordinating at least 50 site visits for natural resource technical assistance over the next 12 months. Development of 5 farm plans and 1 irrigation management plan.*

**Funding Source(s):**

<b>Activities for FY</b>	<b>Target Dates</b>	<b>Person Responsible</b>	<b>Time (Days) Required</b>	<b>Estimated Funding</b>
Complete five landowner projects utilizing WSCC Shellfish Investment funding. FTE 39,000.00, practice implementation: \$350,000.00	June 2027	Farm & Forest Program Manager and Coordinator	0.25 FTE	\$389,000.00
Complete five landowner projects utilizing Grays Harbor County Voluntary Stewardship Program capital funds. FTE 39,000.00, practice implementation: \$450,000.00	June 2027	Farm & Forest Program Manager and Coordinator	0.25 FTE	\$489,000.00
Plan / design two projects utilizing WSCC Sustainable Farms and Fields grant and/or Irrigation Efficiencies Grant Program resulting in one cost share project: FTE 39,000.00, practice implementation: \$175,000.00	June 2027	Farm & Forest Program Manager + SW Area Engineer and Coordinator	0.25 FTE	\$214,000.00
Identify and make contact with as many agricultural producers as possible within the GHCD boundary.	Spring 2027	Farm & Forest Coordinator	0.25 FTE	\$27,000.00

*Note: FTE allocations are overlapping across activities and represent total staff time, not additive.*

**Natural Resource Priority Program Area #5:**

***Education and Outreach***

**Goal(s):**

*Increase community understanding of natural resource systems and stewardship practices through inclusive, hands-on education and outreach opportunities that remove barriers to participation and foster long-term environmental stewardship.*

**Natural Resource Measurable Result Objective:**

*Install 1,000 trees and shrubs with citizen volunteers. Host at least 20 volunteer events for citizens to engage in natural resource restoration and citizen science. Provide free standards-aligned environmental education to a minimum of 5 schools with topics relating to water quality, salmon ecology, food systems, and career technical education.*

**Programmatic Measurable Result Objective:**

*Increase community knowledge of natural resource systems and stewardship practices by engaging at least 500 participants in hands-on education, outreach, and volunteer programming focused on water quality, salmon ecology, and habitat restoration.*

*Through these efforts, 75% of participants will report increased understanding of natural resource topics, and at least 50% will indicate intent to apply stewardship practices in their daily lives or communities, while fostering continued engagement through volunteer and citizen science opportunities.*

**Funding Source(s):**

<b>Activities for FY27</b>	<b>Target Dates</b>	<b>Person Responsible</b>	<b>Time (Days) Required</b>	<b>Estimated Funding</b>
<p><b>Citizen Science Programming:</b> Continue implementation of citizen science macroinvertebrate sampling program in collaboration with Grays Harbor Stream Team. Implementation includes volunteer training workshops, in-stream macroinvertebrate collection events, and specimen identification and data analysis sessions.</p> <p>FTE 98,000, project implementation 10,000</p>	Summer 2026 and Spring 2027	Education & Outreach Program Manager and Coordinator	0.75 FTE	\$108,000
<p><b>Volunteer Restoration:</b> Provide opportunities for citizen volunteers to engage in hands-on restoration events. Events include but are not limited to invasive species removals, native tree/shrub planting, and site preparation and maintenance. Events collaborate with other local agencies and organizations and occur on both public and private land.</p> <p>FTE 98,000, project implementation 10,000</p>	November 2026- March 2027	Education & Outreach Program Manager and Coordinator	0.75 FTE	\$108,000
<p><b>Youth Environmental Education:</b> Develop natural resource based curricula that meet Washington State Learning Standards (WSLS) and Next Generation Science Standards (NGSS). Provide free environmental education lessons and field trips to local schools in the following natural resource topics soil, water, air, plants, and animals.</p> <p>FTE 40,000, project implementation 7,000</p>	Fall 2026- Spring 2027	Education & Outreach Program Manager and Coordinator	0.25 FTE	\$47,000

<p><b>Grant Research, Writing &amp; Management:</b>  Secure Department of Ecology funding to continue county wide water quality education, riparian restoration, and macroinvertebrate citizen science programing; WSCC FY28/29 Riparian Grant Program Outreach Funds; Washington Grain Commission Wheat Week Funding in collaboration with Franklin CD.  Continue to implement and successfully manage; WSCC Riparian Grant Program Outreach funding, GHMRC funding for Salmon in the Schools, Rose Foundation Outreach funds, and Department of Ecology Water Quality Education and Outreach Funds.  Research; Additional funding sources to continue district wide natural resource education and outreach.  FTE 39,000</p>	Ongoing	Education and Outreach Program Manager	0.25 FTE	\$40,000
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## **District Operations:**

### **Leadership, Finance, IT & Professional Engineering Services:**

#### **Goal(s):**

*Maintain and strengthen district operations in a way that supports staff satisfaction and effective service to cooperators.*

#### **Measurable Result Objective:**

*Measure staff growth by full-time equivalents (FTEs), retention through year-over-year staffing levels, and reserve funding through total dollars accrued.*

#### **Programmatic Measurable Result Objective:**

*Maintain or increase total FTEs from the baseline, sustain or improve retention compared to 2026 levels, and increase general reserve account accruals by 30 percent over the next 12 months.*

#### **Funding Source(s):**

<b>Activities for FY 2027</b>	<b>Target Dates</b>	<b>Person Responsible</b>	<b>Time (Days) Required</b>	<b>Estimated Funding</b>
Continue to stabilize GHCD, retain all FTEs & Contractors.	FY 2027	District Manager Finance Coordinator Operations Coordinator  Professional Bookkeeper IT Services	(3 FTEs*)    (Two professional contractors.)	\$665,000.00
Support professional engineering services for the SW Area	FY 2027	Professional Engineer	1 FTE	\$222,500.00
Hire Associated Industries for professional HR services and required workforce training.	Winter 2027	District Manager	NA	\$3,500.00
Increase Operating Reserve by 30%	Spring 2027	Professional Bookkeeper Finance Coordinator Program Managers (Grant Writers)	(*included in above figure)	\$0.00 (included in above figure)
Leverage investment and interest accruing savings for government entities.	Summer 2027	Professional Bookkeeper Finance Coordinator	(*included in above figure)	\$0.00 (included in above figure)
Purchase two additional GHCD fleet vehicles.	Fall 2027	District Manager Finance Coordinator	(*included in above figure)	\$0.00 (included in above figure)

## Annual Operating & Capital Budget

AREA / ITEM	ANNUAL COST (July 1, 2026 – June 30,2027 )	Expense Type	% of total expenses
Rents, Supplies and Services	<b>~\$201,500.00</b>	GHCD Overhead	2.6%
Watershed Restoration Program Expenses	<b>~\$4,512,000.00</b>	GHCD Capacity funding and project implementation funding	57.7%
Agriculture Viability Program Expenses	<b>~ \$1,212,000.00</b>	GHCD Capacity funding and project implementation funding	15.5%
Forest Stewardship Program Expenses	<b>~\$248,000.00</b>	GHCD Capacity funding and project implementation funding	3.2%
Marine Resiliency Program Expenses	<b>~447,300.00</b>	GHCD Capacity funding and project implementation funding	5.7%
Education & Outreach Program Expenses	<b>~303,000.00</b>	GHCD Capacity funding and project implementation funding	3.9%
Operations ( Administration, Finance and Professional Engineering Services)	<b>~\$896,000.00</b>	GHCD Capacity funding and project implementation funding	11.5%
<b>TOTAL</b>	<b>~\$7,819,500.00</b>		<b>100%</b>

## Resources

RCW 89.08: <https://apps.leg.wa.gov/RCW/default.aspx?cite=89.08>

Grays Harbor Conservation District Website: <https://www.graysharborcd.org/>

22'-27' Grays Harbor Conservation District Long Range Strategic Plan:  
<https://sccwagov.app.box.com/s/jtmxq1jmenzuxq2vra8tm9egq72uu1j6>